CONCORDIA'S
THURSDAY REPORT

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Building engineer Richard Guy tests how sound passes through aerospace materials

Sounds promising for lighter planes

BY PHIL MOSCOVITCH

A testing facility at Concordia's Centre for Building Studies is contributing to the development of lighter aircraft.

The brainchild of Professor Richard Guy, the facility tests the amount and intensity of sound passing through an object. In the 10 years since Guy built it, it has been used extensively by the building industry, but has only recently been discovered by aerospace companies. "It's as if it needed to be discovered by these other industries," Guy said.

Both the Canadair division of Bombardier and the Lear Jet Corporation have been using the facility, which is located at the CBS on Guy St., to test the level of sound blocked by their aircraft panels. The panels are made up of a number of complex materials, including the metals on the plane's exterior, the plastics on its interior, and the fibrous compounds and glues between the two.

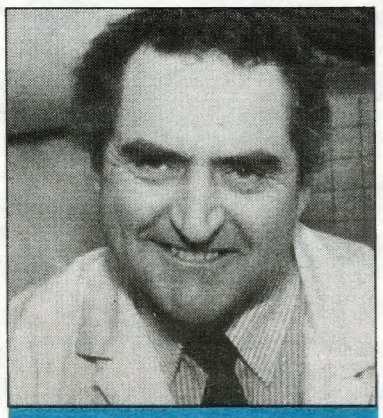

PHOTO: CLIFF SKARSTEDT

Richard Guy

Airplane manufacturers have traditionally cut down on the noisiness of their planes by using heavier materials in the panels, but the heavier a plane is, the more it costs to fly.

But making panels heavier is not necessarily the best way to make them more soundproof, Guy said. He was interviewed at the Montreal Convalescent Hospital, where he was recovering after having been hit by a car. He was only released on Friday.

"Our facility has shown to them that what they have been using was, if not inappropriate, certainly not the optimum solution. They had an idea that certain materials, if made slightly heavier, would give them somewhat better performance. We have proven to them that, in fact, using lighter materials would give them far better performance if arranged in a certain way," he explained.

What makes the testing equipment special is that it not only provides data on the level and intensity of sound passing through an object, but pinpoints how much sound is transmitted through specific points on that object. When it was built, it was unique in Canada. Today there is only one other comparable facility, at the National Research Council in Ottawa.

The first series of tests requested by Canadair began in January. Guy was injured a few weeks later, but the accident has not deterred him. He directed the trials from the hospital, where he spent the last three months. He examines and validates the test results to ensure their accuracy.

Canadair is already incorporating what they've learned from the tests into the design of their new Stretch Challenger short-haul passenger planes.

Guy said that the changes are being implemented "almost instantly. They

See **Guy**, *p. 7*

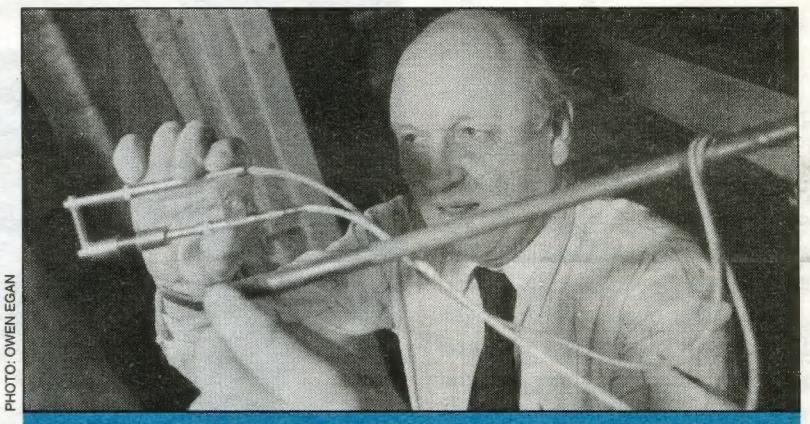

PHOTO: OWEN EGAN

Researcher Guy Luchien adjusts a microphone in the testing facility.

Open meetings

Next Tuesday (May 14), the Rector will hold two open meetings in the Alumni Auditorium of the Henry F. Hall Building (H-110) to discuss major issues affecting Concordians. Faculty meet at 9 a.m., and staff at 12:15 p.m. Students are welcome at both meetings.

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Dominique Legros has spent 20 years studying the Northern Tutchone

Helping hand for a fragile culture

BY SHIRA KATZ

Anthropology Professor Dominique Legros started his field research in the Yukon more than 20 years ago. In fact, he is the first academic to live among the Northern Tutchone, a community of about 700 First Nations people who live in this vast, subarctic region.

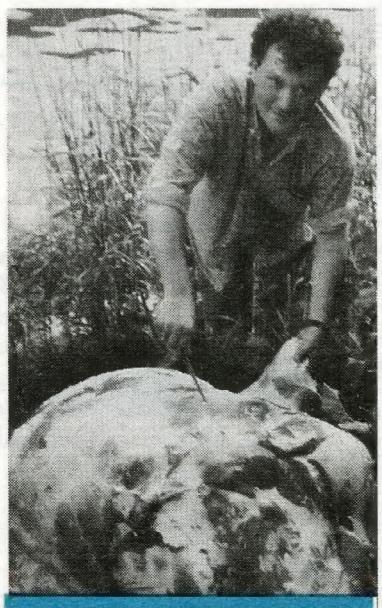
Back in 1972, Legros, who is from France, was working on his PhD at the University of British Columbia. Though he then spoke little English, he decided to travel by van up the Alaska Highway, which was a dirt road in those days. He drove more than 2,000 miles from Vancouver to just south of where the Klondike Gold Rush took place in 1898. He stayed there for 16 months, returned for several summers, and in 1990-91, spent another full year.

It is an isolated community, he recalled in an interview. "In 1972, I met old people who remembered meeting white people for the first time."

Legros decided that he would try to transcribe the Tutchones' story in a "non-mediated" way, untouched as much as possible by his own opinion. This approach was pioneered by the great anthropologist Franz Boas, and Legros brings the issue to his students in his courses.

"I had to work from scratch," he said. "I tried to document their cultural notions in their own language — their laws, botany, their notions of the spiritual world."

The language of the Northern Tutchones belongs to the Yukon Athapaskan language family, and depends for its meaning on variations in tone. While it is derived from the same proto-language as others in the region (including the Dene languages from the Mackenzie Athapaskan language group), it is one of more than 20 mutually unintelligible languages spoken in Alaska, the Yukon and the Northwest Territories.



Legros learned taboos as he helped butcher a moose.

Today, the people, of necessity, speak English as well. Legros made a glossary for himself of Tutchone words, and conducted his interviews in a mixture of English and Tutchone.

"The spiritual world, according to the Northern Tutchone, is the world of the spiritual powers of the animal," he said. "They had no conception of an all-powerful, all-knowing God as we know it, yet they were and still are deeply religious in their own faith."

The Tutchone hold that the Crow, a being who was both bird and man, is the creator of the world. "Long-term, in-depth contact made me realize that we are just as much in a prison-house of culture as they are," Legros said. "Even as an atheist, my mind is still imbued with our cultural notion of God, so I had difficulty conceptualizing a religion in which the Creator was not a supreme being, but a bird-man who made the world by trial and error."

As he participated in Tutchone practices, Legros learned about their taboos. For example, when he butchered a moose, Legros was yelled at when he did something that was bad luck. The kidney is immediately split and roasted (and is delicious, Legros added), and only the elderly may eat a moose foetus. He acquired knowledge about birthing practices when his then companion, Véronique, had their daughter, Leila, in Pelly Crossing.

Legros befriended a Tutchone elder named Tommy McGinty, and transcribed more than 5,000 pages of text of McGinty's knowledge of myths and animal behaviour. His text on McGinty and audiotapes of stories in Tutchone are now in the Concordia Archives.

Legros has completed the manuscripts for a book, *The Story of The Creation of the World by the Crow*, and for an article, *Global Exile: The Existential Difficulties of Being an Ethnographer of the Exotic*. He plans to write a book on ethology (animal behaviour) according to the Northern Tutchone, and to publish their complete mythology. Processing the data he has collected still takes a lot of his time.

Student films go way beyond Hollywood

BY SYLVAIN COMEAU

In a city of annual festivals, Concordia's Cinema Department holds its own.

The 23rd edition of the Festival of Student Films, held last weekend in the Henry F. Hall Building's Alumni Auditorium, featured the most eclectic possible showcase of shorts, divided into four programs over three days, each zooming through the minds of a dozen student film-makers.

The event always appeals to filmgoers with a taste for surprises, and that was particularly true this year, as none of the movies was given the usual movie-fest labels — fiction, documentary, anti-documentary, and that perennial favorite, experimental.

"We dropped the labels, because they were becoming increasingly meaningless," said festival media liaison Glen Sanford. A third-year Film Production student, his own film, *Useless*, was shown on Friday.

"A film that looks like a straight narrative to one person might look experimental to someone else. We also didn't want audiences to have any preconceptions about the films."

Constantly hunting for the right formula, organizers have changed formats a number of times over the years. This year, all submitted films were shown in screenings two weeks ago; only the award-winners among those were shown last week.

"There were a lot of good films which didn't win any of the awards," Sanford said. "The important thing is that they reflect the diversity and quality of the department."

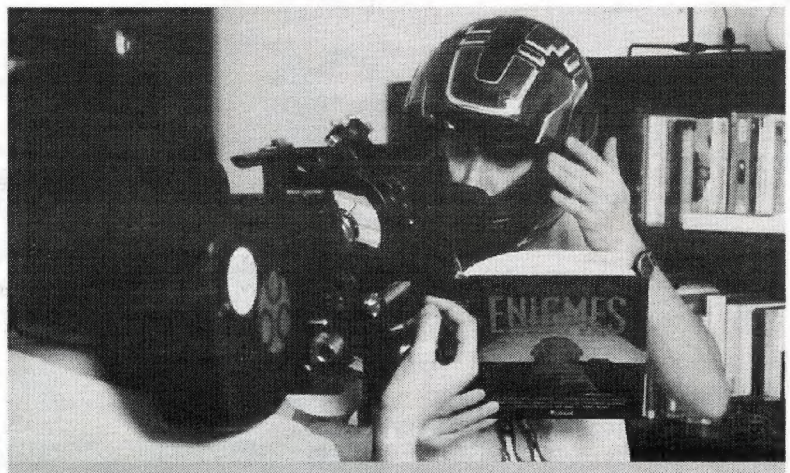
A good turnout every year suggests that audiences appreciate such variety, Sanford said. "Depending on your tastes, this kind of presentation can be more satisfying than many movies playing downtown. The students are not under any commercial constraints, and they really push film-making boundaries."

Former Animation student Ken Doolittle arranged a little movie marketing for the street crowd by showing a montage of out-takes from the student films on the Hall Building window facing de Maisonneuve Blvd.

"This is basically a moving billboard," Doolittle explained. "Students have to do some marketing and advertising for their own films, because they won't otherwise be noticed. Besides, some good material always ends up on the cutting-room floor."

Concordia Cinema students' films are showcased every year in many other festivals, including the Montreal World Film Festival's Student Film Festival. After endless shoots and reshoots and countless hours in the editing room, students welcome the chance to watch their films with an audience and gauge their reactions.

"I started to like my film last week when I saw it screened," said third-year Film Production student Maryse Frigon, who directed the six-minute *Wanderlust*. "You work so hard on your film, and you only get to see it on a small screen on the editing table. But when you see it on a big screen with an audience, you get feedback, and a better perspective."



One student (left) films another for a Cinema festival entry.

Award winners:

Mel Hoppenheim Award for outstanding achievement in the Film Production program, **Patrick Gazé**

Sonolab Award for outstanding artistic achievement in cinema, **Jaye Portigal**

Kodak Awards for outstanding achievement in film-making: Animation, **Helen Tzoutis** and **Apostolos Kourmoumalis;** Production, first year, **Kavah Nabatier,** second year, **Alexandra Grimanis,** third year, **Lena Yeretzian**

Fuji Award for special achievement in cinematography in first year, **Julien Levy**

Michel Trudel Award for excellence in film production, **Nicolas Bolduc, Myriam Caron, Elise Ho**

Walter Klymkiw Award for excellence in film-making in first year, **Daniel Breton**

Film Production Faculty Award for outstanding achievement in sound in second year, **Dominic Gagnon**

Dean's Award for outstanding overall achievement in the Film Production Program, Animation, **Pascale Nadeau;** Production, **Diego Briceno-Orduz**

Norman McLaren Award for greatest achievement and excellence in the Film Animation program, **Diane Gillis, Penny Fenwick**

b.b.c. Ani Award for best effort in animated film-making, **Stan Muke**

Zlatko Grgic Award for the greatest advancement in the Film Animation Program for the year, **Sylvie Paradis, Serene El-Haj Daoud**

Jean-François Bourassa Award, **Alexis Durant-Brault**

Matthew Czerny Award, **Lisa Sfriso**

Philip Russel George Award, **Julian Knafo**

Jean Vigo Award, **John Price**

Astral Tech Award, **Geneviève Leroux, Efrim Menuck**

Super Suite Award: **John Ashmore, Ian MacDonald, Merdad Hage**

Cinar Award, **Alexandre Menard**

Moliflex Award, **Yves Martin Allard, Nicolas Rutigliano**

Cinefilm Award, **Serge Marcotte**

Luminefex Award, **Brent Marrale**

Alumni Award, **Geneviève Lessard**

Motion Picture Foundation of Canada Certificates of Merit, **Tristan Verboven, Jean-François Asselin, Roy Cross, Daniel Cholette**

Mainfilm Award, **Anthony K. Baird**

William K. Everson Award, **Judes Dickey**

André Bazin/Georges Sadoul Scholarship, **René Albert**

Chair's Award, **Franca Panetta**

Special Leadership Award, **Glen Sanford**

New profile of Vice-Rector, Services

The portfolio of the Vice-Rector, Services, was recently redefined. Our future depends on our ability to find ways of maintaining or improving our academic programs, while facing serious reductions in government grants.

The Vice-Rector, Services, is a member of the senior administrative team and reports directly to the Rector and Vice-Chancellor. The Vice-Rector is responsible for ensuring coordination, harmonious relations and effective communication between the units reporting to the position and the other constituencies that compose the University, as well as with the external community.

Organizational structure

This position is one of five currently reporting directly to the Rector and Vice-Chancellor. The other four are Secretary-General, Vice-Rector, Academic, Vice-Rector, Institutional Relations, and Chief Financial Officer.

Reporting directly to this position are the following eight administrative areas:

- Bookstore
- Conference Services
- Dean of Students
- Registrar
- Information Technology
- Physical Resources
- Recreation and Athletics
- Security

Challenges

A number of challenges will be faced by the Vice-Rector, Services:

- like other senior administrators, to ensure the most effective and cost-efficient administration in a context of decreasing financial resources;
- to ensure that University services facilitate the accomplishment of the University's academic mission;
- to develop and maintain a safe and participatory working environment for the University's administrative and support staff in areas within the Vice-Rector, Services portfolio;
- to ensure the smooth integration of newly-defined areas in this portfolio within the context of the recent restructuring;
- to be committed to the implementation of the Continuous Quality Improvement (CQI) process throughout Concordia University;

Qualities sought in candidate

While it is recognized that no candidate for the position of Vice-Rector, Services, is likely to meet all of the criteria outlined below in equally strong measure, the following experience, attributes and personal qualities are desirable:

- credentials and experience sufficient to ensure an understanding of, respect from, and credibility within, the university community;
- a successful track record in managing a large and complex organization, demonstrating responsible and responsive management of reporting units;
- the ability to work effectively with a team of senior administrators in a complementary and collegial manner;
- the ability to be an articulate and persuasive spokesperson within the University and in relations with various external bodies;
- outstanding interpersonal skills and leadership qualities;
- a sufficient knowledge of the technological aspects inherent in some of the reporting units;
- the willingness to make oneself accessible for frequent interaction with unit directors, including site visits;
- the ability to foster positive staff relationships in the workplace;
- the ability to function effectively in English and French.

Dr. Lowy, the chair of the advisory search committee for the Vice-Rector, Services, invites your comments on the profile of the ideal candidate.

Your suggestions will be much appreciated. Please give them to Marie A. Robitaille Brodie, Secretary of the Advisory Search Committee, Office of the Secretary-General, BC-124. The deadline is May 31 at 5 p.m. Comments may also be sent via e-mail (robita@vax2) or by fax (848-8655).

Concordia UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

Concordia exports language-teaching expertise to Japan

BY RACHEL ALKALLAY

Joyce Cunningham (left) and Linda Ghan.

PHOTO: M.C. PÉLOQUIN & C. FLEURY

Two teachers from Continuing Education's English Language Institute have been chosen to set up an English-language program at Ibaraki University, in Mito, northeast of Tokyo.

TESL instructor Joyce Cunningham and Creative Writing/TESL Professor Linda Ghan, who have been friends for several years, have just left for Japan and will start classes soon. (TESL stands for Teaching English as a Second Language.)

The major change in their lives began in November 1995, when Professor Susumu Shimaoka, head of Ibaraki's Communications Department, came to Canada looking for help in setting up an English program within his department. Shimaoka wanted candidates with expertise in teaching English as a second language (ESL), solid knowledge of media, and an awareness acquired from living in other countries.

The syllabus for the Japanese program includes studies in Canadian themes, literature, film and cross-cultural material, in which Montréal figures prominently.

Professor Shimaoka has a special attachment to Montreal, because he studied here in the 1970s. "He's very enthusiastic about Canadian literature," Joyce Cunningham said. She is a specialist in French-Canadian literature and theatre who is fluent in English, French and Spanish and picked up rudimentary Chinese on a one-year sojourn in China with the Canadian International Development Agency (CIDA). Ghan lived and taught in Jamaica for five years.

The pair's versatility will come in handy in Mito, a city of 240,000, where foreigners are few and far apart. At first, they will live in the guesthouse of an elderly Japanese couple who speak no English while they look for their own apartments. "I find it very courageous of this couple to take in non-Japanese strangers at this stage of their lives," remarked Ghan.

Only Montrealers chosen

The only two professors chosen from Montreal-area universities over a substantial number of candidates, Ghan and Cunningham describe their two-year contract as "very attractive." They will start as associate professors at the university, level with their Japanese colleagues. Ghan, a published author, plans to use her free time to promote Canadian culture in Japan by doing readings; Cunningham wants to publish ESL material.

Cunningham credits Professor Shimaoka with "great insight and foresight" in setting up the program. A course on Canadian film, the first ever in Japan, will be set up by a National Film Board professional who is also en route there.

Cunningham is busily absorbing Japanese-language texts, trying to learn the customs and mores of a society radically different from North America. Ghan takes a more laid-back approach. "I'll listen to language tapes in the car on the way to classes," she said, as Cunningham laughingly reminded her that she doesn't own a car.

The Language Institute is an important element of Continuing Education. Assistant Director Murray Sang says that the development of an ESL program in Japan will "solidify our connections with the Japanese community. It now becomes a two-way process."

Many Japanese are among the 3,000 students from 60 countries who attend Concordia's English Language Institute every year, and Sang hopes that this is the first of many opportunities to export Concordia's Cont Ed instructors and curricula around the world.

Workshop brings French, U.S., Canadian researchers under one roof

Buildings under the microscope

BY BARBARA BLACK

Concordia's Centre for Building Studies began celebration of its 20th anniversary with a three-day workshop on the theme of Quality of Indoor Environment in Confined Spaces: Thermal Comfort, Ventilation and Air Quality.

The participants included 35 researchers — 15 from France, one from the U.S., and the rest from Canada. Workshop organizer Professor Radu Zmeureanu said it was so successful that eight firm projects have already been conceived as a result.

"It was great just to sit down together and talk," Zmeureanu said. Less formal than a full-blown conference, the workshop limited each key speaker to only 15 minutes. Zmeureanu was fascinated by the cultural differences of the group.

"Canadian researchers concentrate on applying research directly, whereas the French look very deeply at a small piece of the puzzle," he said. Most of the new projects will combine these approaches by pairing Canadian and French researchers, and these may spin off into more collaborations as the Europeans talk about the workshop back home.

There is a need to improve energy efficiency, and, in general, the quality of life as it is lived indoors, Zmeureanu said. As our standards for the indoor environment rise, researchers feel the pressure to find more precise ways to measure, for example, the gases emitted by some carpets and building materials.

There is also a need for modular computer software that will enable researchers working on different aspects of the building environment to compare and exchange their work.

Among the presenters were CBS Professors Radu Zmeureanu, Fariborz Haghighat, Andreas Athienitis, Mohammed Zaheeruddin, Paul Fazio, plus Dino Gerbasi, head of operations at Siricon, the Concordia-owned consulting company associated with CBS. The other Canadian participants were from universities, research centres, government and the private sector.

CBS director Paul Fazio and Dean of Engineering and Computer Science Donat Taddeo were hosts of the event, which was organized with the Conférence des Grandes Écoles de France and the Canadian National Association of Deans of Engineering and Applied Science.

AT A GLANCE

COMPILED BY BARBARA BLACK

This column welcomes the submissions of all Concordia faculty and staff to promote and encourage individual and group activities in teaching and research, and to encourage work-related achievements.

Several Concordia graduate students took part in an interdisciplinary conference on body, gender and identity held April 11 and 12 at McGill University. In the session on Identity and Sexuality in Medical Discourses, **Maria Nengeh Mensah** (Communication Studies) presented "Une généalogie des corps infectés: les cas des femmes vivant avec le VIH." In the same session, **Morgan Holmes** (Humanities doctoral program), presented "Gender, Generation and Functionality in Medical Approaches to the Body." In the session on The Female Body as Body Politic, **Ann-Marie Field** (Public Policy and Public Administration) presented "Radical Democracy and the Plural State: Citizenship Defined from the Perspective of Lesbian Lives."

Kaarina Kailo (Simone de Beauvoir) gave a paper, "The She-Bear, Circumpolar Mother of Spiritual Feminism," at a conference on female spirituality organized by York University in early March.

Judith Herz (English) was a special guest of the Humanities Research Unit of the University of Saskatchewan in March. She delivered two lectures, "Aemilia Lanyer and the Pathos of Literary History" and "Judicial Styles: Language and Legal Judgments." She was also elected to the interim executive board of the Humanities and Social Sciences Federation of Canada (HSSFC), which is the newly formed federation replacing the Canadian Federation for the Humanities (CFH) and the Social Sciences Federation of Canada (SSFC).

Vice-Rector Academic **Jack Lightstone** gave the Rabbi Stern Memorial Lecture on April 21 at the Temple Emanu-El-Beth Sholom, in Westmount, on "Jerusalem and the Making of the Jewish People."

The Geography Department, past and present, was well represented at the 92nd annual meeting of the Association of American Geographers, held April 9-13 in Charlotte, N.C. **Alan Nash** presented a paper on "Ethnic Entrepreneurship: The Case of Canada's Business Immigrants," and served as a discussant and panelist. **David Frost** (with a colleague from Australia) spoke on "Mortality and Weather Associations in Brisbane, Australia." And **Renaud S. De Plaen**, an alumnus now pursuing a doctorate at Rutgers University, gave a paper on agriculture in Burkina Faso.

Geography student **Denis Montana** covers a lot of ground. The football player has signed as a free agent with the National Football League's Houston Oilers.

Congratulations to **Lawrence Kryzanowski** (Finance), **Feng Liu**, who got his PhD in Finance here and is now at the University of Windsor, and **Ian Rakita**, a PhD candidate in Finance. A paper by Kryzanowski and Liu won a Best Paper Award from the AAII, and a paper by Kryzanowski and Rakita won a Best Applied Paper Award from the same organization.

Donald Boisvert (Associate Vice-Rector, Services, Student Life) has presented two papers recently. "North of the 49th: Student Services in the Canadian Context," was given at an international symposium of the National Association of Student Personnel Administrators, in Atlanta Ga., in March, and "The Voice of One Crying Tolerance: The Figure of John the Baptist in Some Recent June 24th Homilies in Montréal," at a regional meeting of the American Academy of Religion in Syracuse, N.Y., in April.

Blair Williams (Political Science) was involved in a citizens' forum on Canadian unity held March 23 in Glengarry County, just over the Ontario border.

Deborah Cottreau (Theatre) has gone west to take part in the three-day Beckett Festival at the University of Victoria this month. The festival of dramatic and scholarly work celebrates the great modern novelist and dramatist Samuel Beckett.

CORRECTION: The Web address for a site on physics simulations designed by **John MacKinnon** (Physics) was slightly wrong in the last edition of *At a Glance*. It is http://www.sonetis.com/~tran/physics.html.

Welcome to new staff: **Daniel Faucher** (senior buyer, Purchasing Services) and **Margaret Radack** (clerk, data entry/accounts, Bookstores).

SENATE NOTES

COMPILED BY BARBARA BLACK

A regular meeting of the Concordia University Senate, held on Friday, May 3, 1996.

Rector's remarks: Rector Frederick Lowy announced that the first election for Speaker of Senate will be held May 29, and a presentation of three candidates for Vice-Rector, Institutional Relations, will be held May 22 (see notice, page 6). Academic administrators across the University are exploring the idea of links with other institutions, with varying results but in a generally positive atmosphere, he reported. Harvey Shulman (Arts and Science) expressed concern at the haphazard way these talks were taking place, and Vice-Rector Academic Jack Lightstone suggested that the Senate Committee on Academic Planning and Priorities (SCAPP) could play a valuable role.

NSERC statement: David Cheeke (Arts and Science) said that he has had many years of experience with the Natural Sciences and Engineering Research Council and has absolute faith in it, and the agency's recent statement exonerating three Concordia professors of misuse of public funds has convinced him that "a terrible mistake has been made." He gave notice of a motion of regret on the part of all members of the university community, and was supported in this by Hugh McQueen (Engineering and Computer Science). Steering committee will consider this notice of motion.

Admissions: In answer to a question about how fast the University is responding to requests for admission, Registrar Lynn Prendergast said that her office is ahead of where they were at this time last year. The Rector said that promptness is important in addressing applications; about 3,000 students accepted by Concordia last year ultimately chose another institution. Some senators suggested that more could be done to address January admissions, both in reporting on them, and in providing more entry-level courses.

Budget: Vice-Rector Institutional Relations and Finance Hal Proppe said that the budget is running somewhat late this year due to the severity of the cuts and resultant shortfall (now estimated at $12.5 million for 1996-97). The performance indicators to be used take into account research revenue, graduate studies supervision, teaching load, the revenue/expenditure ration, and funding for additional students; feedback is coming in on how figures should be weighted. Six weeks remain before the budget must be approved by the Board of Governors, and since the deadline for acceptance of the faculty's early-retirement package is not until tomorrow (May 10), a preliminary budget is being prepared for presentation to Senate on May 23. The last meeting of Senate is May 31. The possibility was raised of an extraordinary meeting in June to allow more time to consider it.

Recommendations from the Faculty Councils of Arts and Science and Commerce and Administration were presented as notices of motion regarding the disposition of resources resulting from retirements, and calling for all Faculties to table their planning documents in the interests of transparency.

June Chaikelson (Arts and Science) spoke to the first report to Senate of its ad hoc finance committee. It commends the Vice-Rector for improving the budget process, but calls for more frequent and detailed reports, particularly after such major adjustments as were made this January. Proppe explained that these were merely realignments of figures owing to early retirements of staff. Dean of Commerce and Administration Mohsen Anvari expressed concern that the finance committee had no representative from his Faculty, and appeared to overlap in function with SCAPP. The Rector said that a willing member from Commerce could not be found when the committee was established; this will be done, however. Harvey Shulman (Arts and Science) suggested that a "crisis of legitimacy" looms in which the interests of various sectors of the University vie for precedence.

School of Psychological Science: When a major sponsor for its enhancement fund is found, the Department of Psychology will change its name and add the name of the sponsor. This intention was approved.

Restructuring of the Senior Administration: A major reorganization was presented (see accompanying story). Budget Director Irwin Dudeck confirmed that the projected savings of $1.1 million is a conservative estimate. Several elements of the plan were questioned, particularly where senators felt service to students might conceivably suffer or the prestige of research be diminished, but the plan was approved.

Future meetings: Thursday, May 23 at 9:30 a.m., and Friday, May 31 at 2 p.m.

Plan will go before Board of Governors on May 15

Major administrative restructuring proposed

BY BARBARA BLACK

At least $1.1 million will be saved if and when a major realignment of the university administration developed over the past two years is put into effect.

Rector Frederick Lowy presented the plan to University Senate last Friday, and it will be put to the Board of Governors for its approval on May 15.

Here are some of the most important elements:

The post of Vice-Rector, Services, will be retained. The savings realized by its elimination would not offset the upheaval involved, and the added burden on the Office of the Rector.

One level of administrators will be eliminated, those of the Associate Vice-Rectors. Their duties will be done by others.

The Dean of the School of Graduate Studies will become the Dean of Graduate Studies and Research. The Office of Research Services will report to the Dean.

Libraries will report to the Vice-Rector, Academic, rather than the Vice-Rector, Services, reflecting their importance to the academic mission.

The post of Vice-Rector, Institutional Relations and Finance, has been split, as announced last semester, into the Vice-Rector, Institutional Relations (whose final candidates will be presented to the community on May 22), and the Chief Financial Officer.

A new post has been created in the Office of the Vice-Rector, Institutional Relations, for dealing with government and external relations.

The Alumni Affairs Office will report directly to the Vice-Rector, Institutional Relations, rather than through the University Advancement Office, which will be preoccupied with the Capital Campaign.

Labour Relations will be split off from Human Resources and will report to the Vice-Rector, Institutional Relations.

Public Relations, Marketing Communications and Information Services will be grouped into one administrative unit, though they retain their separate names.

The Vice-Rector, Institutional Relations, will take responsibility for the Continuous Quality Improvement program.

A search will be initiated to fill the post of Director of Physical Resources, which comprises seven units, and reports to the Vice-Rector, Services.

Recreation and Athletics will report directly to the Vice-Rector, Services, rather than to the Dean of Students.

A new division of Information Technology, comprising Voice Communications, Audio Visual, Computing Services, Printing Services and Mail Services, will be created under the Vice-Rector, Services.

The Office of the Secretary-General will include a number of new responsibilities, including the Office of Rights and Responsibilities and the Office of the Status of Women and Employment Equity.

The Dean of Students, who reports to the Vice-Rector, Services, is now responsible for Advocacy and Support Services, Counselling and Development, Financial Aid and Awards, Student Accounts, Health Services, and Residence.

These and other changes are reflected in a series of organagrams which will be published in CTR on May 23, provided that this plan is passed by the Board of Governors.

Twelfth Canadian to be honoured

Reginald Groome receives Bronze Wolf

BY BARBARA BLACK

On Saturday, in the Swedish royal palace in Stockholm, King Carl Gustaf XVI will present the highest award of world Scouting, the Bronze Wolf, to the chairman of Concordia's Board of Governors Reginald Groome, O.C., for "outstanding services of the most exceptional character" to the international movement.

The king is the honorary president of the World Scout Foundation.

Groome is the 12th Canadian to receive the award since its institution 60 years ago. Approximately 250 people throughout the world have been given the Bronze Wolf.

A leading hotelier for nearly 40 years, Groome has had a parallel career as an avid volunteer in the Scouting movement. He served as international commissioner for Canada from 1980 to 1985, and has been a past president, honorary president and, now, honorary vice-president of the Boy Scouts of Canada. He is also chairman of the world Scout Foundation in Canada and the Scouts Canada trust.

The Bronze Wolf is his fifth major Scout award. These include the Boy Scouts of Canada's Silver Acorn (1964), the Scouts of Canada Silver Wolf (1978) and the Boy Scouts of America's Silver World Award (1984). In 1982, he was made a Baden-Powell Fellow by the world Scout Foundation.

The award to be presented Saturday is a wolf cast in bronze, worn around the neck on a ribbon in the scouting colours, green with yellow edging.

Reginald Groome

CONCORDIA'S THURSDAY REPORT

Concordia's Thursday Report is the community newspaper of the University, serving faculty, staff, students, and administration on the Loyola Campus and the Sir George Williams Campus. It is published 26 times during the academic year on a weekly basis by the Public Relations Department of Concordia University, 1455 de Maisonneuve Blvd. W., Montréal, Québec H3G 1M8
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Concordia UNIVERSITY

Teaching Awards announced

PHOTO: BRUCE MCNEIL

The Faculty of Commerce and Administration presented its annual Distinguished Teaching Awards on April 19. Above, Rector Frederick Lowy and Associate Dean (Academic and Student Affairs, Undergraduate Programs) Danielle Morin congratulate part-time Marketing Professor Brent Pearce. Management Professor William Taylor, who won in the full-time category, was not able to attend the presentation (see below). The Faculty has given teaching awards for nine years, and chooses the winners from nominations by faculty and students.

A winning philosophy

Management Professor William A. Taylor, a specialist in business strategy and the management of technology, won this year's Distinguished Teaching Award in the Faculty of Commerce and Administration. This is how he describes his approach in his teaching dossier:

PHOTO: CLIFF SKARSTEDT

William A. Taylor

Our students must develop a model of how organizations function. We know that their understanding of how organizations work will be tested and will evolve throughout their professional lives.

For me, the case method is an extremely important vehicle, and I use it extensively. I also try to use up-to-date examples of current business situations to demonstrate the relevance of what we study, and to help my students formulate their own model of how things work. Whenever possible, I try to get them to look at actual firms and real situations, and have them make presentations and write reports as they would do in industry.

It is my strong belief that students learn best in a comfortable and supportive learning environment which challenges them, but also considers their problems and needs. It is my goal to help them build self-confidence and to see their own potential. I have little use for professors who arrogantly put their own needs for attention ahead of those of their students.

Finally, I think learning should be fun. My classes work better when we, as a class, come together as a group to share a laugh or two.

Jay Mannadiar wins DIA/DSA teaching award

Congratulations to Jay Mannadiar, lecturer in the Department of Finance, who was chosen by the students in two Faculty of Commerce and Administration graduate programs as their Teacher of the Year.

The nearly 200 students enrolled in the Diploma in Sports Administration and the Diploma in Institutional Administration programs were the only people eligible to vote for the honour. They presented Mannadiar with his award at an end-of-year dinner on April 25.

Five thesis-writers range across the business landscape, from drug prescriptions to pooled-debt swaps

MBA researcher has advice for multinationals

BY BARBARA BLACK

Steve Beisswanger has won the competition for the best Master's of Business Administration research paper at Concordia this year. He was one of five finalists for the award, which was presented on April 26 and carried a prize of $200.

In Beisswanger's study, called "A Portrait of the Leading Canadian Multinational Enterprises: Strategy, Performance and Sustained Leadership," he identified the top 25 Canadian multinationals and analyzed their strategies and performance over the period 1990-1994.

He found that in that recessionary period, the most effective strategy was to pursue a high level of internationalization and to focus on core business activity. Heavy reliance on the American market turned out not to be essential. "Expansion beyond continental boundaries is a more resilient strategy, especially in a period of economic stagnation," he concluded.

Second prize in the competition was won by Ingrid J. Pavilanis, for her paper, "Pooled-Debt Swaps: A Derivative Innovation to Combat Small-Business Failure." Pavilanis, who was a member of the Concordia team that won an international case competition this year at Dalhousie University, was presented with a cheque for $100.

Fully 98 per cent of Canadian concerns are small businesses, and they often have difficulty securing loans. But if they can pool and "swap" their debts in the money market, Pavilanis argued, they can stabilize their interest payments and even improve their chances of promptly repaying the principal.

Shirley Skutnik wrote a paper on marketing in the pharmaceutical industry. She started with a remarkable estimate by a Toronto researcher that patients' failure to take prescription medications properly costs Canada's health care system up to $4.5 billion a year in increased hospitalizations, treatments and home care alone. Skutnik focused on a previously unstudied aspect of this widespread phenomenon, unclaimed prescriptions.

She collected data on nine retail pharmacies over a four-week period, and estimated a potential annual loss to the Canadian health care system, directly and indirectly, of $218 million, and to the pharmaceutical industry, of about 25 per cent of potential revenue. Much of this loss could be avoided, she said, by simply offering the customer the option of a phone call to remind them to pick up their medicine.

Popi Makris-Lambrinakos, a student in Management Information Systems, wrote a paper on the social impact of computer-mediated communication (CMC) systems, such as e-mail, the Internet and electronic bulletin boards. She devised a questionnaire, put it on the World Wide Web, and collated the results.

Most of her respondents felt that increased information could become addictive, and nearly half felt it could lead to isolation. Most users agreed that the fear of being judged is minimized by their use of computers, and it was easier to socialize, but nearly 60 per cent said that electronic communication had introduced them to a new source of stress.

Ludo Segers wrote a paper on "Understanding Culture and Distribution Channels: The Key to Success in Japan," for which he used the results of a survey of 36 Canadian companies. Most of these business people said the major impediments to exporting their goods to Japan were the unfamiliar culture and the complex distribution systems. Segers recommended that would-be exporters make plenty of visits to Japan, and build up good relationships before launching their exports.

PHOTO: M.C. PÉLOQUIN & C. FLEURY

MBA research winners Steve Beisswanger (first) and Ingrid Pavilanis (second).

IN BRIEF...

Conference on Jewish Studies

The Concordia-York Chair in Canadian Jewish Studies is holding a major conference at Concordia titled "A Heritage in Transition: Jewish Studies in Canada."

The conference will be held on June 9-10, and is designed to give Jewish Studies scholars a Canadian forum in which to exchange ideas. Presentations will be made in the following areas: social scientific study of Jews and Judaism, Holocaust studies, Jewish thought, classical textual study, women's studies, cultural studies, and Jewish history.

The event is open to the public. For more information, contact Religion Professor Ira Robinson at 848-2056 or by e-mail at robinso@vax2.concordia.ca.

More room at Victoria Gym

Campus Recreation runs a spring session of activities in the downtown Victoria Gym, and it tends to be less crowded than the fall and winter sessions.

Activities include weight-lifting, dancing, martial arts, aerobics and others. Open house (free sampling of the sessions) continues for several weeks, and rates are low. For more information, call 848-4350, or drop in, at 1822 de Maisonneuve Blvd. W.

Exercise in good works

Students in an Exercise Science course raised more than $7,500 over the past semester for local charities.

The students in Fitness and Sport Management (EXCI 421) gave the money to the Alzheimer Society of Montreal, Breast Cancer Action Montreal, the Missing Children's Network, Sun Youth, and a scholarship to the Concordia University Summer Sports Camp.

New code of conduct hailed as better tool to help people get along

Spilhaus is new Rights Advisor

BY BARBARA BLACK

Sexual Harassment Officer Sally Spilhaus, who has been administering a protocol on threatening conduct for the past two years, has been confirmed in the position. Her title is Advisor on Rights and Responsibilities, and she will report to the Office of the Secretary-General.

The Code of Rights and Responsibilities was developed to replace the Code of Conduct (Non-Academic) and the Sexual Harassment Policy. The new code is in the new student calendars, and went into effect with Spilhaus's appointment on May 1.

Spilhaus headed the task force that developed the new code. She will continue to administer the emergency protocol, as well as advising on complaints of discrimination or harassment on the grounds of race, ethnicity, sex, marital status, sexual orientation, pregnancy, age, religion, political conviction, language, social condition or disability — all the grounds listed in the Quebec Charter of Human Rights and Freedoms.

"It places great emphasis on trying to find informal ways of handling conflicts," she said in an interview, "and it provides a one-stop-shopping resource for all the University. A policy can't do everything, but this is a better instrument, and gives me more scope to help people."

PHOTO: OWEN EGAN

Sally Spilhaus

Where formal adjudication becomes necessary, the new code keeps the procedure for handling complaints against students separate from those against staff and faculty, to comply with collective agreements. Cases against students will be heard by a jury of fellow students.

Spilhaus grew up in South Africa, and became Concordia's Sexual Harassment Officer in 1991 after seven years of running Auberge Madeleine, a shelter for women in downtown Montréal, an experience that she says left her virtually unshockable. She often appears on discussion panels and in the media, where she has earned a reputation for diplomacy and good sense.

Her role is to advise, consult and provide referral to people who come to her with non-academic problems, usually of an interpersonal nature. The Ombuds Office fills a similar role, but tends to handle problems with academic life and bureaucracy. The two units will work in close contact.

Over the past two years, as coordinator for the protocol, she has dealt with 120 reports, which naturally varied in seriousness. (In addition, the Sexual Harassment Office deals with about 60 cases a year.) Many of these difficulties can be talked through, she said.

"This is the office of first resort. Even if people want to handle the problem themselves, which we encourage, they can get advice here." It's much better to seek her help early on, when the problem is a small one, she said, than to wait until it has built up into a crisis with entrenched positions on either side.

"It's useful to have specific skills in conflict resolution," she said, "but it's not miraculous. These skills only work when people are willing to make compromises. People want to be right. It's hard to let go, to see the other point of view."

Threatening or violent conduct is never acceptable, she said, and it should be reported to the Advisor's office, at 848-4857, Room K-110, 2150 Bishop St. In an emergency, of course, campus security should be called.

IN BRIEF...

Anglo poverty

A session directed at women on the subject of poverty in the English-speaking community will be held tonight, starting at 7 o'clock, on the fourth floor of the Henry F. Hall Building.

The event is sponsored by a number of anti-poverty groups, including the Concordia Women's Centre and QPIRG (the Quebec Public Interest Research Group).

Visual and Performing Arts course

The Faculty of Fine Arts invites qualified students in other Faculties to consider taking this popular and wide-ranging course, which provides a stimulating overview of the lively arts in Canada.

Lecturers in IDYS 250 for the next academic year will include the following Concordia faculty members: award-winning playwright Kit Brennan, acclaimed photographer of nuclear sites Mark Ruwedel and contemporary Québec photographer Raymonde April, author on cinema Mario Falsetto and professional flautist Liselyn Adams.

The course will be given on Fridays from 1:30 to 3:45 p.m. in the Alumni Auditorium (H-110) of the Henry F. Hall Building, which seats 700 people.

EAP lunchtime seminars

The Employee Assistance Program will hold two lunchtime seminars in May for faculty and staff.

On Tuesday, May 14, from 12:30 to 1:30 on the Loyola Campus (AD-308), the subject is "Controlling the Workload."

On Tuesday, May 28, from 12:30 to 1:30 on the Sir George Williams Campus, the subject will be "Express Yourself: The Art of Being Heard."

Both sessions are free. They will be conducted by Jacques Sauvageau, of Shepell Consultants, which provides counselling services to the EAP at Concordia. You can bring your lunch, if you like. For more information, or to register, call Carmelita Swann, at -3668.

Mountains of weird data

The inter-university computer group CRIM (the Centre de recherche informatique de Montréal) will participate in a conference on June 4 at the downtown Sheraton Centre.

The event is the 1996 edition of the ACM (Association for Computing Machinery) SIGMOD (Special Interest Group in the Management of Data) International Conference on Management of Data. It is also the 15th ACM SIGACT (Special Interest Group in Algorithms and Computability Theory)-SIGART (Special Interest Group in Artificial Intelligence) Symposium on Principles of Database Systems.

The four-day event begins with a day-long "Journée Entreprise" on June 4, and continues on June 3, 5 and 6 with tutorials, invited talks, industrial sessions and two plenary panels titled Environmental Shoot-Out and Mountains of Weird Data.

Candidates for Vice-Rector, Institutional Relations

The advisory search committee for Vice-Rector, Institutional Relations, has announced a short list of three candidates for the position. In alphabetical order, they are:

Marcel Danis

Professor Marcel Danis has been associated with Concordia University since 1968, when he began as a sessional lecturer at Loyola College. In 1971, he became an Assistant Professor in Political Science and was made an Associate Professor in 1977. In 1994-95, he was Vice-Dean, Academic Planning, in the Faculty of Arts and Science, and since June 1995, has been the Faculty's Vice-Dean, Administrative Affairs.

Professor Danis has a Bachelor of Arts in Political Science (1965) from Loyola College and a Master of Arts in Political Science (1966) from Fordham University in New York. He also completed a License en droit at the Université de Montréal (1971).

From 1984 to 1993, Professor Danis was the Member of Parliament for the riding of Verchères. He served as Deputy Speaker of the House of Commons (1984-90), Deputy House Leader, Minister of State for Youth and Minister of State for Fitness and Amateur Sport (1990-91), and as Minister of Labour (1991-93).

Harald W. Proppe

Professor Harald W. Proppe, who has served since July 1994 as Interim Vice-Rector, Institutional Relations and Finance, began his teaching career in 1966 as a part-time lecturer in mathematics at McGill University, and served for one year as chair of the Mathematics Department of Dawson College.

He came to Sir George Williams University in 1970 as an Assistant Professor of Mathematics, and was made Associate Professor in 1975 in the Department of Mathematics and Statistics.

He served as Chair of the Department from 1978 to 1985. Before becoming Associate Vice-Rector, Institutional Relations and Finance, in 1987, he was Director of the Mathematics Co-operative Education Program.

Educated at McGill University, Professor Proppe has a BSc (Honours, Mathematics and Physics, 1963), an MSc in Meteorology (1965) and a PhD in Mathematics (1969).

Professor Proppe is a former executive member of the Concordia University Faculty Association, and served as an Arts and Science representative on Concordia's Senate and Board of Governors.

Donat J. Taddeo

Professor Donat J. Taddeo has been Dean of the Faculty of Engineering and Computer Science since June 1993. He began his Concordia career in 1972 as an administrative assistant to the chair of Communication Studies at Loyola College and is now an Associate Professor in the same department. Professor Taddeo has held several administrative positions at Loyola College and Concordia University, including Dean of Division I in the Faculty of Arts and Science from 1980 to 1985.

He is a graduate of Loyola College (BA, Classics, 1967), the University of Southern California's Annenberg School of Communications (MA, 1986) and Stanford University (PhD, Classics, 1972).

Professor Taddeo has been especially active in education and community affairs. He has been an executive member of the Montreal Catholic School Commission, president of the National Congress of Italian Canadians (Québec Region) and a member of several Immigration and Cultural Communities and Ministry of Education task forces. From 1988 to 1992, Taddeo served as Québec's Delegate-General in Italy, and was made a Cavaliere dell'ordine al Merito della Repubblica italiana in 1993.

PLEASE NOTE: *A special joint meeting of the Board of Governors and Senate, open to all members of the University community, will be held on Wednesday, May 22, from 10 a.m. to 12:15 p.m. in the J.A. De Sève Cinema in the J.W. McConnell Building. Written comments about the candidates will be considered by the committee, provided they are signed and received no later than 5 p.m., Tuesday, May 28. They should be addressed to the Secretary of the Advisory Search Committee for the position of Vice-Rector, Institutional Relations, Office of the Secretary-General, BC-124, SGW Campus.*

Concordia
UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

PHOTO: M.C. PÉLOQUIN & C. FLEURY

Hands on hips, *Gossip*, 1953, by Anne Kahane, surveys the crowd at the vernissage which opened the current show at the Leonard and Bina Ellen Art Gallery, *La Galérie Agnès Lefort*. Once again this year, our Gallery will be one of 25 institutions in the popular Montreal Museums Day, scheduled this year for Sunday, May 26, from 10 a.m. to 5 p.m. Montrealers are invited to meet at the Tourism Centre in downtown Dorchester Square, and board buses for free tours of local museums and art galleries.

Applications to sponsor visiting lecturers

The Visiting Lecturers Committee of Concordia University invites applications from the University community to sponsor Visiting Lecturers for the 1996-97 academic year.

Application forms and guidelines may be obtained from the chair, director, principal or head of an academic unit, or from the Office of the Vice-Rector, Academic. Eight copies, including the original application, must be submitted to the office of the latter, at Room AD-232, Loyola Campus, by June 14, 1996.

Late applications cannot be accepted. The next round will take place in May 1997.

OFFICE OF RESEARCH SERVICES

Open House

Tuesday, May 14, 2 - 5 p.m.

We have some new faces and services we'd like to show off, and what better time than a spring afternoon?

All faculty members, administrators, and staff interested in the administration of our research activities are invited to attend.

Try out our new ORS Web site, which has a query system that allows users to access more than 600 external funding sources by keyword. Take the opportunity to talk to us in person about questions or concerns related to the administration of research grant applications.

Please RSVP at 848-4888 or by e-mail at ors@vax2 before Friday, May 3. The ORS office is located at Bishop Court, 1463 Bishop St., Room 215.

GUY *continued from p.1*

have a project which is coming to fruition in the summer of this year, and they are now incorporating in the new jet the findings that they got."

Donat Taddeo, the Dean of Engineering and Computer Science, said that the discovery of the sound transmission testing facility by a major local employer is significant. "It's really exciting to see that the interdisciplinary nature of the CBS is finding applications in the aerospace industry."

Guy expects that, given the success of the Canadair tests, the facility will find more uses beyond aerospace.

"Because Canadair is one, albeit large, element of Bombardier, I fully expect the other elements of Bombardier to begin to use it. Why not the Skidoo? Why not the Seadoo? Why not the Métro carriages?"

Training and Development's Elaine Arsenault helps Concordians cope with new pressures

Stop the changes, I want to get off

BY KIM MALCOLM

PHOTO: OWEN EGAN

Elaine Arsenault at the Administrative and Support Services Briefing, held here on April 23 and attended by 50 staff from Concordia and McGill.

As Manager of Training and Development (Office of the Rector), Elaine Arsenault has seen a lot of change at Concordia in the past few years, including our changing attitudes toward change itself.

"In the past, change at Concordia was usually seen as positive, in terms of expansion," she said in an interview. "Now, change is often more difficult."

Arsenault is in a unique position to see the effects of cutbacks, retirements and departmental mergers. Her unit offers dozens of professional development courses to Concordia employees, including leadership seminars on navigating change in the workplace.

The seminars, often booked well in advance, are increasingly popular. From 1994 to 1995 alone, the number of training hours completed by Concordia staff and faculty increased by one-third.

Three modules on change are offered. "Frontline Leadership" is specifically for managers and those overseeing employees managing change, and "Working" helps employees deal with change. A third program, "Leadership 2000: Personal Strategies for Navigating Change," focuses on personal coping skills. All three are designed to apply to anyone's personal and working life.

Participants are often hesitant at first, but Arsenault has seen some remarkable transformations in the workshops.

"Groups in training give each other support," she said. "You get the sense that we connect, that we've all been there. I've seen people upset by what losing staff in their office has meant, and how it affects their work, but the economy is forcing us to share resources and break down barriers. It leads to better communication, and teamwork."

Not surprisingly, the workshops reveal that communication is one of the keys to successfully coping with change. Arsenault says managers have told her that taking the course before they announced a major change to their department prepared them for the ordeal. Other managers have said the course has made them realize just how unprepared they actually were.

Not only are all areas of the University having to do more with less, but the pace of change is picking up rapidly. Handling several types of change at once can be extremely stressful. After years of working in relative isolation in strictly defined jobs, people have to learn new ways of working. In fact, participants have commented that the workshops made them realize how interdependent Concordia's departments are.

Arsenault says the pressure on employees won't end soon — not only budget cutbacks, but the uncertainty of being an English-language university in a French-speaking province. But she remains optimistic.

"I see tremendous potential in this university. The staff are young and energetic. I have great faith in the people who work here. If they can work in healthy environments with fewer obstacles, their potential can be unleashed."

Speaker of Concordia University Senate

For the first time next academic year, Senate will be chaired by an elected Speaker.

The role of the Speaker is to move the debate along, keep a speakers' list, know the rules of Senate and the University rules that affect it, maintain parliamentary order, and remain neutral. The position will be held for one year, renewable by Senate.

The steering committee of Senate has nominated John W. O'Brien (Economics) for the post. Other nominations may be made by any internal part-time and full-time members of the Concordia University community, including students, faculty, staff and administrative personnel. Nominees must have served on Senate.

Nominations must be signed by five members of the community (one of whom must be a current voting member of Senate), and by the nominee. They must be received by John Noonan, Secretary of Senate (AD-224, fax: -8766) no later than 5 p.m. on Wednesday, May 29. Nominations will be voted on at the Senate meeting of May 31.

Spring Convocation dates

Arts and Science:	Monday, June 17, 9:30 a.m., Place des Arts Monday, June 17, 2 p.m., Place des Arts
Commerce and Administration:	Tuesday, June 18, 2 p.m., Place des Arts
Engineering and Computer Science:	Thursday, June 20, 10 a.m., Place des Arts
Fine Arts:	Thursday, June 20, 2 p.m., Place des Arts
Grad Finale:	Thursday, June 20, 5 to 7 p.m in the atrium (Place Concordia) of the J.W. McConnell Building.

The BACK Page

Events, notices and classified ads must reach the Public Relations Department (BC-115) in writing no later than Thursday, 5 p.m. the week prior to the Thursday publication. For more information, please contact Kevin Leduc at 848-4881, by fax: 848-2814 or by e-mail: kevin@alcor.concordia.ca.

MAY 9 • MAY 23

Art Gallery

The Leonard and Bina Ellen Art Gallery is located at 1400 de Maisonneuve Blvd. W. Information: 848-4750. (Métro Guy-Concordia)

Until June 1
The Agnès Lefort Art Gallery: Montréal 1950-61. Monday – Friday from 11 a.m.– 7 p.m. and Saturday from 1–5 p.m.

Campus Ministry

Two unforgettable outreach experiences
A community-building camp experience with Jean Vanier, founder of L'Arche communities. June 28 - July 1 at Camp Bruchesi in St. Hippolyte.

A leadership/teaching experience on cult awareness in secondary schools, from May to June. For info, call Michelina Bertone at 848-3591.

Centre for Mature Students
Information and admission sessions for those interested in starting a part-time undergraduate program but do not have normal university entrance requirements. Arts and Science/Fine Arts, May 28, 29; Commerce and Administration, May 28; Engineering and Computer Science, May 29. All sessions, 3:30 - 7:30 p.m. in LB-517, 1400 de Maisonneuve Blvd. W. 848-3890/95.

Community events
A commemoration of the humanitarian efforts during the Holocaust of Swedish diplomat Raoul Wallenberg will take place on Sunday, May 12, at Cummings House, 5151 Côte Ste. Catherine Rd., from 1:15 - 4:15 p.m. Sponsored by the Canadian Friends of Raoul Wallenberg.

Counselling & Development

Resumé Writing
Get more job interviews by learning to create a resumé that offers employers a clear, concise picture of your accomplishments. You will learn to: identify your transferable skills, focus the resumé on your accomplishments and present yourself in terms that match employer's needs. May 30, from 2 - 4 p.m.. Information and registration at CAPS, 2070 Mackay St., ground floor.

Interview Preparation
Every job interviewer wants to know two things about you: What kind of person are you, and how you can help their organization achieve its goals? The key to successful interviews is the development and practice of techniques that work. May 22, from 2 - 4:30 p.m. Information and registration at CAPS, 2070 Mackay St., ground floor.

Researching the Employer
Finding employment is a task faced by many. This workshop is designed to stress the importance that researching a potential employer plays in the job hunt. Included are resources that may help you accomplish this goal. May 2, from 10:30 a.m. - noon. Information and registration at CAPS, 2070 Mackay St., ground floor.

Networking
Networking is becoming a crucial skill for job seekers. Accessing the so-called "hidden job market" really means asking people for information that might lead to job openings. This workshop will help you start developing networks by providing you with hands-on tools and techniques. May 7, from 10:30 a.m. - noon. Information and registration at CAPS, 2070 Mackay St., ground floor.

Phoning for a Job
This workshop will introduce you to the basic skills that are required when contacting potential employers by phone. We will use a video to demonstrate common mistakes as well as successful techniques. You will then have the opportunity to practice in small groups. May 15, from 2 - 3:30 p.m. Information and registration at CAPS, 2070 Mackay, ground floor.

CPR courses

The following courses will be offered by the EH&S Office in the next few weeks. Members of Concordia and the outside community can take these courses. Contact Donna Fasciano, Training Co-ordinator, at 848-4355.

May 25 - Heartsaver Course
May 26 - BLS Recertification
June 1 - Baby Heartsaver
June 2 - BLS Recertification
June 10 - Heartsaver
June 15 & 16 -CSST First Aid - French Course
June 18 & 19- CSST First Aid - English Course
June 22 & 23- CSST First Aid - English Course
June 27 & 28 -CSST First Aid - French Course

Film

Conservatoire d'Art Cinématographique de Montréal
Cinéma J.A. DeSève, 1400 de Maisonneuve Blvd. W., Concordia University (Métro Guy-Concordia). Admission: $3.50.

Thursday, May 9
Drôle de drame at 7 p.m.; *Annie Hall* at 9 p.m.

Saturday, May 11
Hotel du nord at 7 p.m.; *Interiors* at 9 p.m.

Sunday, May 12
Manhattan at 7 p.m.; *Quai des brûmes* at 9 p.m.

Monday, May 13
Broadway Danny Rose at 8 p.m.

Tuesday, May 14
Hannah and her Sisters at 8 p.m.

Wednesday, May 15
Les enfants du paradis at 8 p.m.

Friday, May 17
Le jour se lève at 7 p.m.; *The Marriage of Maria Braun* at 9 p.m.

Saturday, May 18
Les visiteurs du soir at 7 p.m.; *The Silence of the Lambs* at 9:15 p.m.

Lectures & Seminars

Concordia Women's Centre
Thursday, May 9
Solidarity Works! Find out how can women from English-speaking communities build solidarity against poverty in Québec. 7 - 9 p.m. H-420, 1455 de Maisonneuve Blvd. W. 848-7431.

Commerce and Administration
Friday, May 17
Dr. Jean Bédard, Université Laval, on "Accounting Discipline: Protecting the Public or the Profession?" 12 - 2 p.m. in GM-403-2, 1550 de Maisonneuve Blvd. W. 848-2761.

QAAL (Québec Association for Adult Learning) Conference
Thursday, June 20
Adult Learning in the Global Village. Rosalind Fritz on "A Structural Thinking Perspective." Guest speakers, workshops, exhibitors, Internet demonstrations. 9 a.m. - 5 p.m., Loyola Campus. 848-2036.

Legal Information Services
Concordia's Legal Information Services offers free and confidential legal information and assistance to the Concordia community. AD-130, Loyola Campus, 848-4960. All consultations are by appointment only. Day and evening appointments available.

Meetings

CCSL: Friday, May 10 at 10 a.m. in H-769

Board of Governors: Wednesday, May 15 at 6:30 p.m. in Faculty Dining Room, Loyola Campus.

Senate: Friday, May 31 at 2 p.m. in DL-200, Loyola Campus.

Unclassified

Cottage for rent
2 rooms, sauna, pond, ideal for 2 adults seeking nature and peace. In the Sutton Mountains, near Mansonville, 2 hours from Montréal. $1,500 for season. May 18 - October 15. Call Rachel at 848-3555, days or 484-4380, evenings.

Apartment sublet
3 1/2 Côte St. Luc Road, Hampstead. Spacious, heated, balcony, garage, laundry, residential, extras. June 1, 1996 - June 30, 1997. Ideal for student or sabbatical. $472.50. 733-5259, 486-9273.

USA work permits
We can help Canadian citizens increase their chances of receiving USA work permits. Also, U.S. immigration and related business matters. B. Toben Associates (U.S. lawyers) 288-3896.

Cosmic consciousness
Rev. Vladimir Strejcek, the founder of the society of universal cosmic consciousness, will speak about its teaching. May 14 & 21 at 6:30 p.m. Atwater Library, Metro Atwater. Buses: 15,63,90,144,150.

Workshops

Computer workshops for faculty and staff
Introduction to Macintosh Computers, Appleshare: File Sharing for the Macintosh, Netscape, Creating a Homepage, Eudora Electronic Mail. Call Elvie Fiorentino, 848-3687 or Carmelita Swann, 848-3668.

Planning your retirement
Develop a strategy to maximize retirement income from personal employment and government plans. Co-ordinate your pension, retirement allowance, RRSP, in the most tax-effective manner. Contact Russell Chapman (MA, Concordia '81), Chartered Financial Consultant, for independent advice, personalized plan and quotations. Chapman Financial Group, 499-1317.

Concordia University Faculty of Fine Arts presents a benefit concert

fresh start
featuring jazz singer
jeri brown

Thursday, May 30, at 7 p.m.
Concordia Concert Hall
7141 Sherbrooke St. W.
Tel 848-4660 **Fax** 848-4599

$15 concert only
$25 concert and cocktail
$100 concert, cocktail and dinner

Concordia UNIVERSITY

Women and Work Symposium
May 10, 1996

Keynote speaker

Micheline Bouchard, Vice-President, Operations, Hewlett-Packard
6 to 7 p.m., J.A. DeSève Cinema, 1400 de Maisonneuve Blvd. W.

Workshops

Career Opportunities for Women - Fact or Fiction (morning)
Women Are Different. Or Are They? (afternoon)
Henry F. Hall Building, Room H-110

For more information, call 848-2737.

Join the party!

Come and raise a glass to the Class of '96

Grad Finale

Thursday, June 20, 5-7 p.m.
Atrium - Place Concordia, J. W. McConnell Building
1400 de Maisonneuve Blvd. W.

Hosted by Rector and Vice-Chancellor Frederick Lowy and the Concordia University Alumni Association

Price
Complimentary for graduating students
$10 for each guest, faculty and staff

Tickets can be picked up at the Office of Alumni Affairs

SGW Campus
1463 Bishop St.
BC-101

Loyola Campus
7141 Sherbrooke St. W.
CC-324

Class of '96

For more information, call (514) 848-3815.